

Appendix F

Equality, Diversity and Inclusion Action Plan 2025/26

Action	Lead	Timescale	Progress
Make sure our conversations with our communities are inclusive and ensuring information on our website and in our communications is clear and accessible			
Consider options to support and/or deliver events focussed on supporting different communities in the Borough	Derek Hayden	March 2026	<ul style="list-style-type: none"> Lunar New Year event on 1 Feb – Bingham Arena – Jubilee Hall £20k UKSPF in 2025/26 allocated to enhanced events programme.
Produce information leaflets such as bin calendars in others languages e.g. Cantonese (languages required to be identified via data on residents and engagement with local groups)	Ed Palmer	March 2026	<ul style="list-style-type: none"> Recycling leaflets produced in alternative languages for new housing estate in Bingham and Edwalton Establish links with relevant groups e.g. Hong Kong Notts
Refresh to comms strategy to include more on engagement	Ed Palmer	May 2025	<ul style="list-style-type: none"> Communication and Engagement Strategy going to Cabinet in May Completed EIA to inform development of strategy
Support Councillors to lead on Equality, Diversity and Inclusion by building their knowledge and awareness through training			
Develop EDI training for Councillors	Charlotte Caven-Atack	March 2026	<ul style="list-style-type: none"> CCA took to Member Dev Group and happy to have EDI training – JW/CCA to follow up and arrange training May 2025 – 24 councillors completed EDI training
Include diversity of Cllrs when doing annual diversity report to COG.	Charlotte Caven-Atack	May 2028	Not collected from May 2024 election – to be done for next election.
Update inclusive language guide for staff and councillors	Ed Palmer	Summer 2025	HR reviewed and updated wording and Comms updated document to be circulated.
Identify ways to engage more young people in democracy			
Work with NCC on the development of their Youth Forum	Charlotte Caven-Atack	March 2026	Successful event hosted by RBC in early 2024 New member of youth parliament has been in post for 12 months Youth forum has 5 members now and have support from NCC – RBC officers approached to offer additional support

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			EMCCA youth forum has also been established and promoted to Rushcliffe residents.
Support residents to access all Council services equally and undertake consultation with community groups, residents and elected members to ensure voices are heard and listened to			
Refresh of Play Strategy and improvements to Bridgford Rd play area – more inclusive play and safe space for women and girls	Derek Hayden	March 2026	An additional £25k now included in the capital programme to support inclusive play provision in WB over next 3 years.
Review of WB public realm and improvements proposed to make more accessible – relocating street furniture and removal of some barriers	Catherine Evans	May 2025	Work completed and positive feedback received from local groups.
Conduct bi-annual residents survey	Charlotte Caven-Atack	October 2024	% of people who believe they belong to their local area: <ul style="list-style-type: none"> • 76% 2024 • 79% 2021 • 82% 2018 To be reviewed further and picked up through the Communication and Engagement Strategy.
Re-start the Rushcliffe Community Cohesion Network Group to better link up with, support and respond to our local communities' needs.	Derek Hayden	March 2026	<ul style="list-style-type: none"> • Speak to Notts County Council to understand work being done by them e.g. Community Friendly Nottinghamshire (October 2025) • Compile list of relevant local groups and make contact (March 2026)
Continue working with the Active Rushcliffe Health Partnership, which helps organisations and services work together to deliver projects supporting high priority groups, such as disability, BAME, women and girls (including pregnancy and maternity).	Derek Hayden	March 2026	<ul style="list-style-type: none"> • Agreed Arena light up plan which is being implemented across the year – completed Dec 2024 • Delivery of dementia and carers annual event – complete April 2025 • Delivery of women and girls golf programme – Oct 2025 • Continue support pan disability league and expansion at Gresham – Mar 2026

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			<ul style="list-style-type: none"> Develop women and girls cricket offer at West Park, serving the borough – Oct 2025
Support our employees on Equality, Diversity and Inclusion by building their knowledge and awareness through training to enable them to better support each other and our residents.			
Neuro-diversity training at Leadership Forum and then possibly lead onto additional work reviewing policies, work space etc	Jo Wilkinson	March 2026	Awaiting further proposal from Training provider for additional work on neuro diversity
Supporting employee policy now has a number of supporting policies with more to be developed.	Jo Wilkinson	March 2026	Got documents in place but will keep under review <ul style="list-style-type: none"> Bereavement Guide For Employees Domestic Abuse Guide For Employees 2023 Domestic Abuse Support Leaflet Managing Traumatic Events Guide For Employees Menopause Guide For Employees Supporting Employees Policy May 2023 Terminal Illness Guide For Employees Unpaid Carers Guide For Employees And Managers Carer Passport Log New Employee Health Support Action Plan Nov 2020 Wellness Action Plan WAP Feb 2020 Emotional Wellbeing Evaluation Form Feb 2020 Neurodiversity guide Reasonable adjustments guide (neurodiversity) Working with me plan (neurodiversity)
Take action so our Employee Liaison Group reflects the make up of our workforce and are empowered to take a leading role on Equality, Diversity and Inclusion.	Jo Wilkinson	March 2026	<ul style="list-style-type: none"> Review training options for ELG members to assist with this role (October 2025) Speak to East Midlands Council about what others have done on this (December 2025)
Support local businesses including training of existing and new staff, business advice and networking opportunities			

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Launch of high street funding to include improvements to accessibility	Catherine Evans	April 2025	<ul style="list-style-type: none"> 10 grants approved with 6 further applications received (end of May)
Work with Visit Notts on accessible tourism work and training for businesses	Catherine Evans	March 2026	<ul style="list-style-type: none"> Visit Notts have access to AccessAble as part of their Local Visitor Economy Partnership status – awaiting further details (May 2025) Meeting with training providers to review options for training for businesses (September 2025) Delivery of training (Jan/Feb 2026)
Ensure our policies, strategies and plans are inclusive and we are responding to the latest guidance and learning from best practise from others			
Continue to carry out Equality Impact Assessments during the development of services and policies to identify how impacts can be avoided, reduced or mitigated. To ensure all policies, projects and service decisions consider all equalities implications at the start	Jo Wilkinson	December 2025	<ul style="list-style-type: none"> New process established Training to be rolled out – May 2026 CE and JW to attend future leadership forum to share new process
<p>Enhanced duty on sexual harassment in the workplace expected before end of 2024. Likely to include:</p> <ul style="list-style-type: none"> Risk assessments - WIP Training - WIP Lone working Internal events Power imbalance <p>HR updated complaints and harassment policy as well as whistle blowing.</p>	Jo Wilkinson	April 2025	<p>The Law is now in place and RBC have a policy as well as an e learning package for all staff.</p> <p>A risk assessment is nearing completion which will ensure people know mechanism for reporting and support available.</p> <p>In addition the law is now being broaden to all forms of harassment not just sexual harassment.</p>
Review our recruitment processes so they are accessible and help to attract the best talent.	Jo Wilkinson	March 2026	<p>Work completed already including:</p> <ul style="list-style-type: none"> Guaranteed interviews for disabled applicants who meet minimum criteria Guaranteed interview for armed forces veterans and reservists who meet minimum criteria

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			<ul style="list-style-type: none"> • Guaranteed interview for care leavers who meet minimum criteria • Accepting CV's • Apprenticeship and work experience
Strengthen our policies and training in procurement so we work with suppliers who share our commitment to Equality, Diversity and Inclusion and support us to tackle inequalities.	Sara Pregon	March 2026	<ul style="list-style-type: none"> • Procurement Strategy to be rewritten and EDI to be included with social value – March 2026 • Draft procurement Strategy to be shared with EDI steering group for ideas and input – Dec 2025
Be an active participant in the EMC EDI networking meetings	Jo Wilkinson	March 2026	